

City College News

GEORGE BROWN COLLEGE

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Pay equity rules come into effect at College in 1990

Equal pay for work of equal value is an idea whose time has come at George Brown.

Provincial pay equity legislation comes into force at the College on Jan. 1, 1990, but it may be months before staff find out if it will have any effect on pay days.

Three pay equity plans are being developed for George Brown staff — one for non-union staff, one for full-time academic employees and one for full-time support staff.

The College's Human Resources Department is preparing the pay equity plan that covers administrators and all part-time employees — more than 700 people in all.

Representatives of support staff and academic bargaining units of the Ontario Public Service Employees Union and the Ontario Council of Regents are coming up with the other two plans to cover union members on a province-wide basis.

According to Employment Equity Project Leader Bev Campbell, no one is sure yet who, if anybody, will get a raise because of the new Ontario law.

While wages of some employees may go up, no salary will be reduced.

"If people work in a job classification that is female dominated (more than 60 per cent women), they could stand to benefit from this in terms of pay adjustments," she says.

Pay equity legislation is intended to eliminate that portion of the wage gap which results from so-called "women's work" not being valued or paid as highly as "men's work."

Pay equity is distinct from employment equity, which is broader in scope and seeks to achieve equality in all aspects of employment for all employees.

While the plans — and any resulting changes in pay — are supposed to go into effect on Jan. 1, it may be some time before all the details are worked

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LABOUR GRADUATION - Former Chrysler assembly-line worker Julia Scaffidi (left) chats with Canadian Labour Congress President Shirley Carr after a graduation ceremony at Casa Loma in early December. More than 600 people received certificates for programs co-operatively sponsored by George Brown and the Metro Labour Education Centre.

College facing yet another year of "controlled" expenses: Turner

The new year may not be such a happy one at George Brown — at least from a financial point of view.

The College is facing the next financial year with a reduced operating grant from the Ministry of Colleges and Universities and a well-tightened belt.

"It will be another year of controlled expenditures," says Senior Vice-President Jim Turner.

The suspension of classes during the strike by academic staff this fall won't help, or hinder, the College's finances, he says.

The Ministry is currently withholding about \$3.5 million of the College's operating grant because of the strike, but it is expected to return much of that amount in the future to make up for strike-related costs.

Ministry staff are likely to make the strike a financially "neutral" event for colleges, he says.

George Brown will feel a financial

pinch from the strike two and three years from now: the number of students who left college because of it will mean a smaller enrolment-based provincial grant.

By Nov. 24, 268 students withdrew from classes and requested full fee refunds citing strike-related reasons, Continued on page 2.

Nassivera re-elected as support staff rep

Dino Nassivera has been re-elected as support staff representative to the Board of Governors for a second term. The Ontario Skills Development Office consultant got a winning 82 votes in a college-wide election on Dec. 14. Cynthia Ulba came second with 61 votes, and Andrew Rodriguez was third with 56 votes. Other candidates included Ralph Nichols (42 votes), Thomas Creen (22 votes) and Tim Dineen (21 votes).



Comment by Doug Light

Tragedy in Montreal touches this festive season with sadness

It is the rare person who wasn't shocked by the recent tragedy at the University of Montreal. What began for most of us as disbelief that 14 students died in a few senseless minutes of violence, has turned now to reactions that range from rage to sadness.

For those of us at George Brown, and other educational institutions, the incident hits very close to home. It is easy to put ourselves in the position of the students, teachers and staff who were simply going about their business that snowy afternoon.

We at George Brown are fortunate in that we can do something more than express our sympathy for the families, friends and colleagues of the women who lost their lives.

The assailant in Montreal, while obviously unbalanced, clearly directed his anger at women in general and particularly those who had gained public prominence or who were moving into traditionally male-dominated fields, such as engineering. We must redouble our efforts to ensure that all women are no longer put in the role of victims, but achieve full and equal participation in our institution and in society at large.

The tragedy also reminds us how easily the fabric of our daily lives can be torn. It is once again apparent how much we rely on the good will and concern of the hundreds of people we encounter every day.

This incident has touched this festive season with sadness, but it is a timely reminder how much we should value the people around us — our family, friends and colleagues.

In this spirit, I wish everyone at George Brown a happy and safe holiday, and the very best that this season has to offer.

D. E. Light



OSAP AWARD: Graphic Design student Steve Gurnon (left) won a College-wide competition for next year's Ontario Student Assistance Program (OSAP) poster design. Graphic Design student Syda Phankham (centre) and Commercial Art student Charles Mayne (right) were also winners in the contest.

1990/91 is year of controlled expenses

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according to Academic Vice-President Garth Jackson.

That number, which accounts for about 4.4 per cent of post-secondary enrolment, was less than the province-wide average drop-out rate of six per cent, he says.

Because the provincial operating grant, which is the largest part of the College's revenue, is based on enrolment from two years ago, a smaller student population in 1988 will result in a "lower than average" grant for the financial year starting on April 1, 1990, Turner says.

While total provincial funding for the college system has increased by eight per cent, that percentage includes special grants to cover payroll taxes, pay equity salary increases and other special amounts. The Ministry estimates that George Brown's grant will be approximately 2.7 per cent, he says.

Wage costs, which account for about 75 per cent of the College's annual operating budget, are going up at a much higher rate.

Salaries for both support staff and academic staff have gone up by six per cent under the terms of collective agreements retroactive to Sept. 1, 1989.

The faculty raise was included in an arbitration decision released Nov. 28 that established a two-year collective agreement for Ontario college teachers, counsellors and librarians. The decision also modified sick leave and severance benefits, and mandated the

formation of an employment stability committee.

Pay equity coming Jan. 1

Continued from page 1.

out, says Campbell. The locally developed plan will likely make use of some parts of the province-wide union plans, and so will be posted only as an interim plan on Jan. 1.

Any pay increases would be retroactive to the beginning of the year.

College staff and the provincial committees will compare jobs by giving them a value based on the skill and effort required to do them, the responsibility involved, and working conditions. Using this scale of value, they will look at male-dominated jobs as benchmarks for the jobs predominantly done by women. If any "women's" jobs are being paid less for work of the same value as "men's" jobs, then both men and women in the underpaid jobs will have salary increases, says Campbell.

"Equal pay for work of equal value — that's what pay equity is."

The College's pay equity plan will be posted at all campuses and non-union staff will have an opportunity to respond to it through the Human Resources Department.

The provincial plans covering unionized employees will be posted when negotiations are completed some time in 1990.

Realty manager is first woman Board chairperson

Real estate office manager Linda Geluch has been elected Chairperson of George Brown's Board of Governors – the first woman to hold the position.

She's been a member of the Board since 1987, and was first vice-chairperson for the past year.

She was elected in December at the end of Andy Faas' term as chairperson.

Geluch is a manager of the Remax Renown real estate office on The Kingsway in Etobicoke, where she oversees the work of 100 employees. In the past she has worked as an independent business consultant, and district and personnel manager for a trust company.

George Brown is facing a challenging period in the next few years, and the College must explore new ways of increasing revenue and becoming competitive because it can no longer rely on government funding as it has in the past, she says.

"Change is inevitable – and it's a good thing."

In a farewell statement to the Board, Faas, who is an executive with the National Grocers Wholesale Group, said colleges need to become more competitive with private sector trainers and must look seriously at duplication of programs and services, regionalization of colleges, collective bargaining processes, and the efficiency and quality of education they offer.

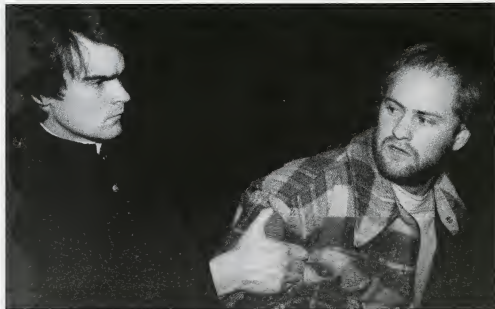
"Colleges are not high on the government's priority list," he said.

The resignations of graduate representative Jenny Ono and Sears Canada executive Ross Rigney from the Board were announced in December, bringing the number of vacant seats (including those of Faas and Toronto Dominion Bank executive Doug Ellis, who also resigned) to four.

Board nominations for new members to fill the vacant seats will be forwarded to the Council of Regents for approval in the next few weeks.

In addition to the new Council-appointed representatives, new student representative Jane Eastwood will join the Board in 1990. The Assaulted Women's and Children's Counsellor/Advocate program student was acclaimed to the seat in early December.

Support staff representative Dino Nassivera was re-elected to the Board for a three-year term starting in 1990.



THE LONG ARM OF THE LAW: A police officer played by Theatre Arts student Timothy Edwards, prevents murderer Jack Davis, played by fellow student Richard Beaulne, from escaping justice in *Murder Pattern*. George Brown theatre students resurrected the Canadian play for a production in Etobicoke last week.

Events

Dec. 22 - Last day of classes before Christmas break. Happy holidays!

Jan. 2 - Classes resume.

Jan. 5 and 6 - Men's invitational basketball tournament. St. James gym. Call 867-2296 for information.

Jan. 9 - Support Staff Brown Bag Session: *Your Resume - A Marketing Tool*. Casa Loma Campus, 160 Kendal, Room C318, noon to 1:30. Learn the important points of writing a resume. Sponsored by the Staff Training and Development Office.

- Board of Governors Meeting. 500 MacPherson, Boardroom, 5 p.m.

Jan. 11 - *Tropical Whirlwind Gala Benefit Dinner* to raise money for the Montserrat School of Nursing and Glendon Hospital, stricken during Hurricane Hugo in September. Island buffet and live entertainment. Plumer's Dining Room. Tickets are \$30 each, with tables of eight available. Tickets on sale at campus managers' offices.

Jan. 17 - Affirmative Action Advisory Committee general meeting, 8:30 a.m., Room C318, 160 Kendal Ave. Staff and students welcome.

Jan. 18 - Support Staff Brown Bag Session: *Teaching for Continuing Educa-*

tion. 258 Adelaide St. E., Room A-201, noon to 1:30. Find out what qualifications Continuing Education looks for in part-time instructors. Sponsored by the Staff Training and Development Office.

- College Council Meeting. 500 MacPherson, Boardroom, 8:45 a.m. Contact Brian Cooper at 867-2231.

Jan. 25 - Blood Donor Clinic at St. James Campus, atrium.

Jan. 29 - Affirmative Action Advisory Committee annual dinner, 4:30 p.m., Casa Loma Staff Lounge, 160 Kendal Ave. Tickets \$17. Call Brenda Yip at 944-4543 for information or tickets.

Jan. 30 - Blood Donor Clinic, Casa Loma. 160 Kendal Ave.

Feb. 5 - Career Development and Information Workshop. 258 Adelaide St. E., 2nd Floor, 6 p.m. An opportunity to discuss career options and college programs. For information or registration call Lisa Trudel at 867-2059. Sponsored by the Continuing Education and Marketing Division and the Access Division.

Feb. 8 - Support Staff Brown Bag Session: *Special Needs*. 258 Adelaide St. E., Room A-201, noon - 1:30. Learn about special needs services.

Names in the News

George Betts is just "reeling" with plans for his retirement. The former chairperson of the Metal Fabrication Department is an avid square dance caller; but he's not in it for the do-se-dos. At a retirement lunch last week, Betts was presented with a cheque from his colleagues to help buy a new turntable for dance calling – a hobby which he and his wife, Greta, have enjoyed for more than 20 years. Betts, who was with the College for more than 30 years, saw his department grow from five people in 1961 to its current size of about 35 faculty and support staff. Betts is looking forward to a long vacation in sunny Florida this winter before he makes new plans for the future. But will he be on the beach? Not while there's calling to be done. The new chairperson for the department is Doug Todd, the former coordinator of the pipe trade programs.

Jack Hague is moving from a chair to a seat – a seat of a stationary bicycle that is. The chairperson of Math and Science at Casa Loma was given the exercise bike by his colleagues to mark his retirement in December after more than 26 years with the College. Hague, who joined the Math and Science Department as a teacher in 1963, was the chairperson of the department for the last 21 years. "I enjoyed it from the first moment," says Hague, "and I still enjoyed it to the end." Hague is looking forward to a well deserved rest in the future, and the opportunity to spend more time with his family. "Change is a way of life for the College," he said. "I have seen a lot of changes at our college over the years and I believe change is required for our continued success." Ishwar Dean, Chairperson of Math and Science at St. James, has taken over the pedals at both the Casa Loma and Kensington Campuses.

Hospitality Chairperson Brian Cooper has been elected chairperson of George Brown's College Council. He replaces Continuing Education Chairperson Danny Cushing in the position. The Council, which includes elected representatives of staff and students, meets monthly to discuss academic policy issues and make recommendations to the President.



Photo: Neil McGillivray

THE BIG PUSH - Community Services sessional teacher Jim Adams powers a ball over the net during the St. James staff volleyball tournament. The Community Services team went on to the College-wide finals at Casa Loma on Dec. 12, where they lost in the semi-finals to the Hospitality team with a score of 11-1. The Hospitality team went on to ultimate victory in a hard-fought battle with a team from the Electrical Department. Teams from all campuses were involved in the annual tournament.

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The Human Resources Department reports the following staff changes:

New support staff include: Theresa Boothe in the Fashion Division at Kensington; Winsome Cunningham in the School of Business at St. James; Eve-Marie Cuthbert and James Ladouceur in the Admissions Office at Casa Loma; Gamdoor Rai in the Admissions Office at Kensington; and Tina Kirby in the Communications Department at 258 Adelaide St. E.

New faculty include: Brian Nicholson in the Mechanical Systems Department of the Technology Division at Casa Loma; and Rowenea Ferrer and Karin Hayes in the Waterpark Place Day-Care Centre at 20 Bay St.

Internal transfers include: Michael Trudell, formerly with the Continuing Education and Marketing Division, is now a counsellor in the Futures program at 258 Adelaide St. E.; and Lorella Lee, formerly with the Finance Department, is now with the Ontario Skills Development Office at 180 Frederick St.

Name changes include: Francoise Lefebvre of the Fashion Division is now Francoise Gray; Judy Peyton Ward of the Theatre Department is now Judy White; and Sylvia Sciara of the Human Resources Department is now Sylvia Rossi.

Retiring after more than 20 at the College are: George Betts of the Technology Division; Jack Hague of the Math and Science Department; and Dr. Tatsuo Hori of the Health Sciences Division. Also retiring are Brad Gar-side of the Math and Science Department; and Nina Peterson of the Performing Arts Department.

Leaving the College are: Dawn Chan, Carole Cohen, Michael Dimopoulos, Frank Drago, Alexander Driscoll, Marian Eddington, Christine Larouche, Marsha Lester, Chris Patellis, Elizabeth Roy, William Rykaszewski, John Schaeffer, and Sarah Weber.